

# SUPRIYA HARIDASS

HR STRATEGIST, CULTURE CURATOR, HR OPERATIONS, TALENT MANAGEMENT, PERFORMANCE, TOTAL REWARDS, TALENT RELATIONS

**PROFILE** I am a SHRM-Certified Professional and Postgraduate in Human Resource Management having 19+ years of relevant work experience. A strong believer in building exceptional organization culture to create a bond between Employer & Employee and to enhance Employee Value Proposition.

- EXPERIENCE**
- SENIOR MANAGER – ACCENTURE SOLUTIONS PVT LTD (ACCENTURE ACQUIRED LOGIC)**  
**2025-TILL DATE**
  - SENIOR DIRECTOR - LOGIC INFORMATION SYSTEMS INDIA PVT LIMITED (PART OF ACCENTURE)**  
2018-2025 (March)
  - DEPUTY GENERAL MANAGER - DISYS INDIA PRIVATE LIMITED**  
2015-2018
  - ASSOCIATE MANAGER – SIEMENS TECHNOLOGY & SERVICES PVT LIMITED**  
2009-2015
  - SENIOR EXECUTIVE – SICAL LOGISTICS LIMITED**  
2008-2009
  - SENIOR EXECUTIVE – SUN TV NETWORK LIMITED**  
2007-2008
  - EXECUTIVE – GRASIM INDUSTRIES LIMITED**  
2005-2007

**PROFILE/HIGHLIGHTS**

**HEAD HR/CORPORATE HR/BUSINESS HR**

- **Accountable for managing the total People lifecycle:** Talent Acquisition, Talent Management, Talent Development, Talent Retention, Performance Management, Talent Relations, Total Rewards and Recognition, Payroll Administration, Merger & Acquisition.
- **Acts as a Corporate Partner/Business partner** to the regional leadership team; provides direction, advice and counsel to the leadership team for effective people management practices, supporting the execution of the plan and strategy.
- **As Strategic Partner:** Ensures that the organization and its structure, resources and key relationships are aligned to business strategy, goals and processes. Supports leadership in the integration of strategy, process, and people into the right structure with the right competencies and capabilities to realize the business plan and maximize performance. Leads in efforts for competency assessment and development to build capacity and capability. Focus on execution of business strategy by aligning HR goals, policies and systems to help accomplish the organization vision and mission, together with the operational needs through reviews. Implement OD interventions that are

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not limited to policies, processes and tools. Foster digital HR solutions and Reporting/Analytics across organization for accurate reports and to take informed people decisions.

- **Capability Planning /Workforce Planning** – Ensures that people and organizational capabilities required in the long/short term are understood and actioned. Takes lead and active role in workforce planning & analysis with business leaders and managers. Supports leadership in maximizing workforce efficiency while increasing organization capability, through strong resource planning. Set and implement strategies and actions by working closely with business to ensure a healthy and sustainable talent pool is available in the organization considering internal Talent pool and external market.
- **Performance Management** - Builds performance culture in the organization and implements region specific and global business performance standards, KPIs, and targets to enhance business performance. Identify performance issues and take actions to address them. Ensure all HR team members are trained in the performance management system and implementation of the process and tools. Fosters a performance driven culture across the organization with meaningful KPIs and evaluates the performance outcome and sets rewards and recognitions accordingly.
- **Talent Relations:** Provided strategic leadership on complex employee relations matters including investigations, disciplinary actions, grievances, and Internal Committee governance. Acted as a trusted advisor to senior leaders, HRBPs, Legal, and control functions to manage conduct risks, ensure regulatory compliance, and uphold organizational values. Recognized as a subject matter expert in employment law, ER/PoSH governance, and policy frameworks.
- **Competence Development** – Design, implement and execute competence development actions supporting the business strategy that are in place. Implements learning and development activities to build/upskill and improve competence. Collaborates with Business to decide appropriate learning strategies and commission design and execution of customized programs to meet the needs identified.
- **Compensation and Benefits Strategy:** Design, Develop, Implement and executes a competitive compensation strategy that helps to attract and retain top talent while aligning with the budget and business objectives. Conducts regular market research and analysis to ensure the salary and compensation packages remain competitive and aligned with industry standards. Work with the leaders to manage rewards budgets, ensuring cost-effectiveness while maintaining employee satisfaction. Conduct annual compensation review, incentive program and manage merit increase processes.
- **HR Solutions** - Represents & Heads HR at India/Region level by establishing strong relationships with business leaders and acting as consultant, sparring partner and coach. Accountable for the total HR offering to the business that includes Organization Development, Talent Acquisition, Talent Development, Talent Management, Talent Engagement, Talent Retention, Grievance Handling, Performance Management, Compensation & Benefits Management.
- **Change Management** - Ensures change management requirements are translated into actions that support the organization/business goals, strategy and plan. Facilitate change management process for all relevant OD/Strategic Initiatives.
- **M&A and Reorganization** – ASIS study, compare, design implement strategy, policy and plans in line with acquiring/group/GEO rules and standards to

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ensure business benefit and continuity, including due diligence, integrating, communication, change management, retention and motivation, leadership appointment.

- **Standards and governance** - Implements and ensures compliance with global and local standards, rules, tools, policies and processes related to operations/project execution.
- **People leadership and development** - Provides functional leadership and guidance to location HR team. Ensure that the area of responsibility is properly organized, staffed and directed. Builds an effective, capable and high performing team. Develops talent on a continuous basis.
- **People Focus:** Understand the business and people's requirements in order to ensure that HR activities and programs are ultimately aligned with their needs and to ensure they can contribute effectively. Ensure the voice of the people is heard when management decisions are made. Screen organization decisions through the eyes of the people to ensure those decisions are aligned and accepted. Drive Satisfaction Surveys to gauge the health of the organizations and to receive constructive feedback on improvement areas.
- **HR Systems:** Serves as a primary resource in relation to HR system setup and maintenance. Develop project plans and monitor the progress of HRIS initiatives. Design user-friendly processes, guidelines, and documentation. Identifies risks or opportunities and recommend changes to processes which improve the delivery of HR services to the organization. Identifies opportunities for automation within all aspects of HR processes. Ensure all relevant training courses are enabled to enhance the performance of team members and appropriate use of digital tools/portals/applications.
- Ensures systems are well interfaced and integrated for accurate reporting across all department and Leadership. Responsible for all HR reporting and develop dashboards for reporting key metrics. Foster a data-driven culture, leverage analytics and take informed strategic decisions and improve talent management.
  - Create and maintain interactive dashboards for real-time HR metrics insights, ensuring compliance with legal and regulatory requirements in HRIS processes. Manages Audits and data governance of all HR systems. Ensure clear governance and drive the roadmap of user-friendly HR digital services and tools landscape.

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#### EDUCATION

**MASTER OF HUMAN RESOURCE MANAGEMENT (2006)**

**EXECUTIVE EDUCATION PROGRAM – HR ANALYTICS – IIM ROHTAK (2020)**

**SHRM-CERTIFIED PROFESSIONAL (2025)**

**SHRM- AI+HI CREDENTIALS (2025)**

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#### COMPETENCIES

- Talent/People Excellence & HR Service Delivery

#### TOOLS

- HRMS: SAP HR, Workday, Oracle HCM, Peoplesoft, Ramco (Virtual Works), NetSuite, Replicon, Zoho  
User Relation/Ticketing Tool (C-ontact, Jira, Nexus)  
Analytics– Tableau, R-Tool